



AIR CANADA COMPONENT

Canadian Union of Public Employees, Air Canada Component of CUPE **GRIEVANCE FORM**

GRIEVANCE NUMBER: CHQ-18-05 (POLICY)

SUBJECT: Abuse of Management Rights (Management Assessment Reports)

DEPARTMENT: Mr. Michael McCrory, Director, Air Canada Labour Relations - IFS

NATURE OF THE GRIEVANCE:

I/we the undersigned claim that Air Canada has violated the Collective Agreement. Specifically, Air Canada has failed to provide a copy of management assessment reports to ALL members (both Flight Attendants and Service Directors) regardless of where the assessment takes place, i.e. including but not limited to onboard, while deadheading, walking through the airport, etc... In addition, Air Canada has failed to provide the Union with a copy of the management assessment report in performance meetings.

I/We submit this grievance under articles/clauses 2, 3, 14, and any related articles, acts or statutes and all other pertinent sections of the Collective Agreement.

SETTLEMENT REQUESTED:

1. A declaration of breach of the Collective Agreement;
2. Air Canada provide a copy of management assessment reports to ALL members (Flight Attendants and Service Directors);
3. Air Canada clearly communicate to both Flight Attendants and Service Directors that they will be actively assessed by OBSM's, CNX, or any other managers;
4. Air Canada immediately provide hardcopies to any Flight Attendant and/or Service Director who are mentioned in management assessment reports, including copies wherein the member(s) are mentioned in assessments of any other Flight Attendant(s) and/or Service Director(s).
5. Air Canada automatically provide management assessment reports to the Union in performance meetings;
6. Make the affected member(s) whole;
7. Air Canada pay damages to all affected members;
8. Air Canada pay damages to the Union;
9. Air Canada offer any other relief deemed appropriate by the Arbitrator.

We request a hearing within the contractual time limits and that the Company provide all documentation relied upon in this matter.

Signature of Employee(s) or Union Officer

Name of Union Officer Originating Grievance: Marie-Hélène Major, President, Air Canada Component of CUPE

Date: January 17, 2018